

Bargaining Unit 5
Non-Management Fire
International Association of Firefighters A.F.L.C.I.O.
Fresno City Firefighters Association, Local 753 (IAFF)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 03/01/2009: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$729.00 City Contributes \$583.20 Employee Contributes \$145.80
Retirement *	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired <u>after</u> 8/27/90 City contribution = 20.02% Employee contribution = 9.00% (40% @50 w/20 yrs.) DROP
Life Insurance	None
Long Term Disability	None
Deferred Compensation	Savings/Mutual Funds As of July 1, 2005: City contributes 36.00 per pay period (employee must be enrolled in Deferred Compensation Plan)
Holidays	13 hours per month = 6.5 shifts per year (working shift = 24 hours)
Vacation (Available after 6 months)	1 - 9 years = 6 shifts per year 10 - 19 years = 7.5 shifts per year 20 - 29 years = 10 shifts per year 30+ years = 12 shifts per year
Sick Leave (Available after 6 months)	12 hours per month
Family Sick Leave	Up to 72 hours of accrued sick leave per fiscal year
Uniform Allowance	\$1,100 per year
Bilingual	\$100 per month
Workers' Compensation	85% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is 11.74% = partially offset by surplus investment earnings Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service
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